




SMALL GROUP FACILITATION

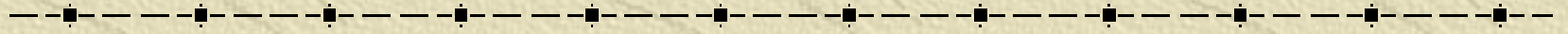
OBJECTIVES

- ▮ **Describe the role of the small-group**
- ▮ **Describe intervention techniques**
- ▮ **Apply small-group facilitating skills**



Role of the Small-Group Leader (SGL)

- ▮ Step 1 - Preparation**
- ▮ Step 2 - Introduction**
- ▮ Step 3 - Activity**
- ▮ Step 4 - Publish and process**
- ▮ Step 5 - Generalization**



Questioning Advantages/Disadvantages

Roles of the SGL

- ▮ Subject matter expert**
- ▮ Observer**
- ▮ Facilitator of group process**

Stages of Small Group Development

□ **Dependent**

□ **Independent**

□ **Interdependent**

General Principles of Group Development

- ▮ Time a group spends in each stage
- ▮ The job of the SGL is two-fold
- ▮ Time a group spends in any stage can be influenced by the SGL
- ▮ A group in any stage can return to an earlier stage
- ▮ For a group to get to the

Diagnosing Group Development

Norm

STAGE	ACTION
Dependent	Norms develop covertly
Independent	Norms broken
Interdependent	Norms examined openly by group

Structure

STAGE	ACTION
Dependent	Group looks to SGL
Independent	Imposed by another student
Interdependent	Group looks to themselves

Diagnosing Group Development

Decision Making

STAGE	ACTION
Dependent	Plow, autocratic, minority
Independent	Autocratic, minority
Interdependent	Consensus, attempts at unanimous

Influence

STAGE	ACTION
Dependent	Covert and reference to authority
Independent	Overt argument
Interdependent	Shared - goes to most appropriate student for the task at hand

Diagnosing Group Development

Feedback

STAGE	ACTION
Dependent	Little or none
Independent	Some, but does not conform to rules
Interdependent	Conforms to rules, students give and receive

Competition

STAGE	ACTION
Dependent	Can't win, avoidance and competition
Independent	Must win
Interdependent	All win, cooperation